



Presidential Evaluation

**Report to the Executive Committee of the
University of Kentucky Board of Trustees**

E. Britt Brockman, Chairman

December 11, 2018



Components of the Evaluation

- Surveys distributed to constituent groups:
 - Faculty selected by the University Senate (3)
 - Staff selected by the Staff Senate (3)
 - Students selected by the Student Government Association (3)
 - Alumni (3)
 - Outgoing Board of Trustees members (3)
 - Donors (3)
 - Community leaders (3)
 - Government officials (3)
 - Senior University leaders (3)
- President's self-evaluation
- University Senate survey
- **Board of Trustees questionnaire**



Timeline

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|--------------------------|---|
| June 22, 2018 | Executive Committee reviewed and approved proposed list of questions and timeline |
| June/July | Questions sent to the Senate Council Chair, Staff Senate Chair, and Student Government Association President for distribution, review, and feedback |
| September 14 | Executive Committee finalized questions after feedback |
| September 14 | Questionnaire/Survey circulated to constituency representatives |
| September/October | Collected constituent surveys |
| October 19 | Executive Committee met to review constituent survey, faculty survey, and received President's self-evaluation

Executive Committee sent report of meeting, President's self-evaluation, Strategic Plan Progress Report, and qualitative evaluation to full Board of Trustees |
| November 12 | Return of Board of Trustees qualitative evaluations |
| December 11 | Executive Committee meets to review Board of Trustees evaluations |



Board of Trustees Questionnaire

Major Accomplishments

- Steady progress on Strategic Plan priorities, with particular attention paid to affordability, student success, research, and investment in diversity and inclusivity initiatives
- Campus capital improvements in housing, dining, academic, research, health care, and athletic spaces, positioning UK for future success
- Philanthropy success that includes record annual fundraising totals and the launch of the \$2.1 billion “Kentucky Can: The 21st Century Campaign”
- A growing research enterprise evidenced by faculty recruitment; top grants from the American Heart Association, the Patient-Centered Outcomes Research Institute, and National Cancer Institute-designation renewal; and the opening of the new research building
- Continued success of the UK LEADS program
- Careful navigation through important issues, specifically the hiring of a new Provost, the legislative session, the Memorial Hall mural, and changes in Title IX regulations
- A culture of integrity, inclusiveness, safety, and support across the campus
- Growth in UK’s health enterprise, regional medical campuses, and earning the Rising Star Award
- Noticeable improvement and positive momentum with faculty morale and engagement
- Success on all metrics in the statewide Performance Funding Model for higher education



Board of Trustees Questionnaire

Major Strengths

- The President is a visionary and ethical leader who leads by example, acts with humility, a common humanity, and:
 - Has not lost focus or energy on accomplishing bold and ambitious priorities for UK;
 - Surrounds himself with a talented team of senior leaders; and
 - Developed a productive and trustworthy relationship with external stakeholders, philanthropists, political leaders, students, and alumni.
- He is a consensus builder and inclusive leader who clearly communicates a vision and positions UK for future success.
- The President is a skilled fundraiser, connecting UK's passionate donor core with opportunities to affect positive change on campus.
- Mary Lynne is a major strength for the entire University and broader community.



Board of Trustees Questionnaire

Opportunities for Improvement

- Diversity of senior administrators
- Diversity of faculty and graduate programs
- Enrollment, retention, and graduation of African American and under-represented minority students
- Further engagement of faculty in important decision-making processes, replicating the successful models of the Memorial Hall Art Committee and University Senate's AR 6.2 Review Committee
- Continued focus on improving affordability and decreasing student debt



Board of Trustees Questionnaire

Progress on the Strategic Plan

Specific praise for:

- The institution is moving in the right direction on the majority of priorities outlined in the Strategic Plan
- UK has demonstrated success in the research enterprise, UK LEADS, and civic engagement
- The President is honest about the progress we have made and the important work that remains

Future recommendations:

- Improve retention and graduation rates for African American, under-represented minority, and low-income students to close the achievement gaps
- Improve the diversity of campus leadership, faculty, and staff
- Articulate a clear plan for improving success in graduate education
- Maintain a focus on access and affordability of a UK degree



Board of Trustees Questionnaire

Engagement with the Board

Specific praise for:

- Improved communication and engagement to prepare the Board for important discussions and critical issues facing the University
- The addition of substantive Board discussion topics at meetings and during the annual retreat
- The approachable, honest, and professional interactions with Trustees
- Openness to feedback
- One-on-one discussions and visits with Trustees
- Alternating meeting locations

Future recommendations:

- Additional opportunities for individualized engagement on key issues
- Regular engagement with the Executive Committee of the Board on key issues
- More opportunity to engage in and discuss progress on the Strategic Plan and substantive issues to foster additional feedback from Trustees on important institutional priorities
- Additional and earlier communication about sensitive issues facing the University



Board of Trustees Questionnaire

Positioning UK for Success

- The President understands the fast-paced world in which UK operates and is positioning UK for success
- The UK LEADS program, Kentucky Can campaign, and the targeted growth of UK's online programs are evidence of an institution poised to lead in a complex world
- Investing in the campus infrastructure will continue to yield benefits in student and faculty recruitment and success
- Focusing on improving retention and graduation rates, workforce development, cancer treatment and research, and opioid abuse, which are important issues for the state we serve
- The President has developed positive relationships with state and federal lawmakers, alumni and donors, and community and business leaders that will benefit the institution
- Merit raises and competitive pay will help UK compete for leading scholars and clinicians in a difficult recruiting environment
- UK is in good financial health, and the continued pursuit of efficiency, revenue enhancements, and entrepreneurial partnerships through "Our Path Forward" will yield a strong financial position for the future



Board of Trustees Questionnaire

Additional Considerations

Specific praise for:

- The President's professionalism, values-based leadership, and the right vision for the right time
- Mary Lynne Capilouto's leadership and service to the University and the community
- Active support for and engagement with students
- UK HealthCare's leadership in state health care policy

Continued focus on:

- Diversity of the senior leadership team
- Improving the recruitment and success of diverse students and faculty
- More Board-level discussion, engagement, and alternative approaches to important issues facing the University



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